

Compensation Models:

Detailed information for clinics and ROS Physicians on compensation options and considerations

Compensation models are available for Return of Service (ROS) Physicians, who should be given some choice in which compensation model will work best for them.

Clinics with providers on Fee-for-Service (FFS) or the Longitudinal Family Physician payment model (LFP) must allow IMG-BC and PRA-BC Physicians a choice of FFS, LFP or the New to Practice Contract.

Clinics on a group APP contract for primary care services should consult with Island Health Medical Affairs on what compensation models are available to ROS Physicians. Please note that incentives such as overhead payment, signing bonus and/or debt relief are not to be considered as income when calculating a Physician's contribution towards overhead to their host clinic.

- Island Health Medical Affairs can assist in understanding the compensation models and options available to primary care physicians, including ROS Physicians: PCNMedAffairs@islandhealth.ca

Further information on compensation models:

[New to Practice Contract](#) – This is the Ministry's preferred compensation model for new-to-practice Physicians and should be available as an option for all participants who are not part of a group APP service contract. It is available both to Physicians who recently completed residency (UBC IMG) and Physicians who are new to BC (PRA-BC) with certain eligibility requirements. This model is only available to Physicians who are building a new patient panel. It is intended to provide an ability to ramp up attachment and is designed to support new to practice Physicians.

- Note: there are differing hours requirement for the NTP contract which includes indirect care and allows the Physician to subcontract their hours to a locum, both of which are excluded from the ROS hours. Therefore, participants on an NTP contract may meet their hour requirement for the NTP contract before they meet their hour requirement for the ROS contract.

New to Practice Contract Incentives:

The NTP incentives are currently available to eligible physicians who sign and start on a service contract prior to May 31, 2024. It is possible this date could be extended, but Island Health is awaiting a decision from the Ministry of Health.

If the Physician completed a family medicine residency in the 2021, 2022, or 2023 calendar years, the Province will pay the Physician:

- a) For the First Contract Year, a Signing Bonus calculated as \$25,000 multiplied by the FTE Coefficient for the first Contract Year; and
- b) For the First Contract Year, an amount in relation to Medical Education Debt of the lesser of (i) \$50,000 multiplied by the FTE Coefficient and (ii) the Physician's Medical Education Debt; and
- c) For the Second to Fifth Contract Years, an amount in relation to Medical Education Debt of the lesser of (i) \$20,000 multiplied by the FTE Coefficient; and (ii) the Physician's Medical Education Debt.

If the Physician completed a family medicine residency in the 2017, 2018, 2019 or 2020 calendar years, the Physician may be eligible for *partial* debt relief (i.e. \$20,000 x FTE Coefficient for the Contract Year in effect and depending on the residency year, up to the three following Contract Years).

As all PRA-BC Physicians completed residency prior to 2021, they are not eligible for the signing bonus; however, the Ministry of Health will continue to provide an equivalently valued bonus if the PRA-BC Physician, at the end of the third year of their ROS through to May 31, 2024, chooses to continue working in full-service, longitudinal primary care in their ROS community for at least one additional year.

As a note, there has been some ongoing confusion regarding the overhead payments Physicians are required to make to their ROS clinics. Monetary incentives such as overhead payment, signing bonus and/or debt relief are not to be included or considered as income when calculating the NTP physician's required contribution toward overhead to their ROS clinic. This has particularly come up with the NTP incentive of \$75,000 overhead contribution. This payment is intended to significantly reduce or in some cases eliminate the amount of overhead the NTP physician will be required to contribute to their host clinic, and is not intended to be in addition to the physician's overhead payments.

- Ministry Memorandum on Incentives (2022) can be found here: [Memo NTP Contracts](#)

[Longitudinal Family Practice](#) – This is the new payment model developed by the Ministry in consultation with BC Family Doctors and Doctors of BC and introduced in early 2023. The LFP payment model is best suited for experienced family physicians by compensating for time, patient interactions, and the number and complexity of patients in their practice.

[Fee for Service](#) – This is the payment model used by most family physicians prior to 2023. It is still available for physicians who are not interested in the LFP model.

[APP Contracts](#) – APP group service contracts are sometimes available for ROS participants under certain circumstances, particularly in rural communities that do not have the patient volume to fully support a LFP or FFS model.

[Rural Practice Programs](#) – Incentives are available to ROS participants who meet the eligibility requirements. Please see specific rural programs for details on the requirements.

- For details on rural programs and incentives, please see the [Rural Guide](#) or contact: medstaffrecruitment@islandhelath.ca